

SALEM PRESBYTERY 2026 BUDGET		INTERIM 2026 BUDGET APPROVED BY PRESBYTERY 11.15.2025		
		2026 Budget	2025 Amended	Yr to Yr Change
INCOME				
Acct #	SUPPORT INCOME			
3010	¹ Support Receipts	10,000	15,000	(5,000)
3020	² Local Church Support/Pledges	500,000	563,571	(63,571)
3030	Other Receipts	-	-	-
	TOTAL SUPPORT INCOME	510,000	578,571	(68,571)
	³ INVESTMENT INCOME			
3310	Investment Income	30,000	60,000	(30,000)
3350	Other Interest	40,000	17,485	22,515
3360	Unrealized Gain/(Loss)	-	-	-
3370	Gain (Loss) on Investments	-	-	-
	TOTAL INVESTMENT INCOME	70,000	77,485	(7,485)
	⁴ PROPERTY INCOME			
3610	Proceeds - Property Disposals	50,000	-	50,000
3620	Sales Proceeds for Carrying Costs	100,000	-	100,000
	TOTAL PROPERTY INCOME	150,000	-	150,000
	OTHER SOURCES & TRANSFERS FROM OTHER FUNDS			
	Reimbursement - El Buen	82,035	77,585	4,450
	EC Approved Use of Designated Reserves (10 months)	-	90,488	(90,488)
	⁵ Withdrawal from Undesignated Reserves	11,186	11,520	(334)
	⁶ Transfer in from Campus Ministry Fund	19,000	10,000	9,000
	TOTAL OTHER SOURCES & TRANSFERS FROM OTHER FUNDS	112,221	189,593	(77,372)
	TOTAL INCOME	842,221	845,649	(3,428)
EXPENDITURES				
	⁶ CAMPUS MINISTRY			
4010	Appalachian State University	37,000	36,000	1,000
4020	St James Ministry at A&T (FaithPointe)	28,000	20,000	8,000
4030	Ukirk of Greensboro	36,000	35,000	1,000
4050	Listening Post (UNC School of the Arts)	4,000	4,000	-
4055	Korean Presbyterian Church	-	1,000	(1,000)
	Campus Ministry Total	105,000	96,000	9,000
	SEND			
4210	⁷ GA Per Capita	127,893	129,950	(2,057)
4220	⁸ Synod Per Capita - (100% x \$1.50/member x 17474 membership)	26,211	21,210	5,001
4040	Resource Center	1,320	1,320	-
4230	NC Council of Churches	1,000	1,000	-
	Send Total	156,424	153,480	2,944
	COMMITTEES/COUNCIL			
4310	Committee on Ministry	8,100	8,100	-
4320	Preparation for Ministry	7,535	7,535	-
4360	Comm on Representation	100	100	-
	Committees/Council Total	15,735	15,735	-
	ADMINISTRATION			
	⁹ Compensation			
5010	Salaries	258,680	273,406	(14,726)
5020	Housing	26,524	25,750	774
5080	Hispanic Ministry Compensation	82,035	77,585	4,450
5090	Salary - SECA	16,077	7,959	8,118
5110	Insurance/Benefits	61,374	95,567	(34,193)
5120	Employer Payroll Taxes (FICA/Medicare)	5,742	14,927	(9,185)

5130	FSA Fees	100	-	100
5150	Continuing Education - Executive Presbyter	2,000	2,000	-
5160	Continuing Education - Other Staff	1,000	1,000	-
	Compensation Total	453,532	498,194	(44,662)
	Travel & Professional Expenses			
5210	General Presbyter	10,000	7,000	3,000
5215	Stated Clerk	2,230	2,230	-
5220	Engagement Pastors	2,500	2,500	-
5230	Transformational Ministry Presbyter	4,800	4,000	800
5240	Communications Director	1,500	1,500	-
5240	Other Staff	3,000	2,500	500
	Travel & Professional Expenses Total	24,030	19,730	4,300
	Administrative			
6010	¹⁰ Engagement Pastors	10,800	10,800	-
6015	Office Supplies	1,100	1,100	-
6020	Telephone/Internet	3,000	5,900	(2,900)
6030	Computer Support	2,200	7,700	(5,500)
6040	Website	1,000	1,000	-
6050	Dues & Subscriptions	5,500	-	5,500
6060	Postage/Copying/Printing	1,900	1,900	-
6110	¹¹ Professional Fees (Audit, Legal Fees,Consultant)	20,000	14,000	6,000
6120	¹² Bank & Payroll Fees (Miller Mgmt Contract)	18,000	2,500	15,500
6130	Insurance Expense	17,000	17,110	(110)
6210	¹³ Bad Pledge Expense	2,500	-	2,500
6310	¹⁴ Closed Church Expense	3,000	0	3,000
	Miscellaneous	1,500	500	1,000
	Administrative Total	87,500	62,510	24,990
	TOTAL EXPENDITURES	\$842,221	\$845,649	<u>- \$3,428</u>
2026 PER CAPITA ASK		\$45		

Notes to the 2026 Budget Proposal:

1	Support Receipts - Salem Presbytery participates in 2 programs through Brotherhood Mutual (Safe Ministry Program & Ministry Partner Program). \$0 is for the Safe Ministry Program & \$10,000 for the Ministry Partner Program. The Safe Ministry Program award is based on the total dollar amount of claims divided by earned premium. Because the past year's percentage was above 45%, Salem Presbytery did not earn that reward. The program review starts in December each year. The 2026 budget assumes no receipt of the Safe Ministry Program reward.
2	Local Church Support/Pledges - The ask of churches is \$45 per member . The 3 parts to the Per Member Ask are: 1) <u>Per Capita for GA</u> ; 2) Per Capita for Synod Assessment at 100% of assessment ; and 3) General operating funds for the Presbytery which includes staff expenses, insurance, committees, engagement pastors, campus ministries, annual audit, etc.
3	Investment Income Category: Includes 4 categories of investment activity: 1) Investment income is based on the General Fund portion of the investment portfolio. The investment policy allows for use of investment income to go towards operating expenses thereby minimizing use from reserves. Currently all investments associated with the General Fund are through Merrill Lynch. Potentially moving investments to Presbyterian Foundation/New Covenant in 2026 to assure compliance with socially responsible investment practices of the PCUSA; 2) Other Interest is interest income from the Allegacy checking, savings, and Money Market accounts; 3) Unrealized Gain/(Loss) is not budgeted because it is it refers to an increase or decrease in the value of an asset held, but not yet sold. These gains/losses are considered "unrealized" because they only exist on paper and do not affect the financial situation until the instrument is sold; 4) Gain/(Loss) on Investments refers to the profit or loss realized from selling an investment and is the difference between the selling price and purchase price.
4	Property Income - This category of income includes funds available from the sale of closed churches. 1) Proceeds - Property Disposals is based on 10% of the net sales available for general operations. 2) The Sales Proceeds for Carrying Costs is based on 20% of the net sales proceeds to be used to offset the carrying costs for unsold properties (i.e. lawn maintenance, utilities, insurance, etc.). There is some movement to look at designated funds to create an endowment that would be help possibly cover the cost of a position(s) and this would change the current sale of property policy that allocates 70% of net proceeds of church property sales to Church Growth & Transformation.
5	Withdrawal from Undesignated Reserves - used to balance the budget. The intent is to have other revenues received, including pledges, be sufficient to cover operating expenses.
6	Campus Ministries - Request from Campus Ministries Task Force = \$105,000. Base budget of \$86,000 from Presbytery & recommend using \$19,000 from Campus Ministries Fund to make up the difference. As of 8/31/2025 - Campus Ministries Fund has a balance of \$84,089.24.

7	GA Per Capita - The full G.A. assessment for 2026 is based on \$11.26 per Presbytery member based on the 2024 member number (17,474) or \$196,757.24. 2026 Proposed Send is based on the GA rate of \$11.26/member and remitting 65% of the assessment. (11.26 x 17,474= \$196,757.24 *.65 = \$127,892.21 rounded to \$127,893).			
8	Per Capita - Synod of the Mid-Atlantic - Based on remitting 100% of the assessment at \$1.50 per member using the 2024 member number of 17,483 or \$26,224.50			
9	Compensation - 2026 Compensation & Benefit Schedule @ 3% COLA	<u>Salary/Housing Allowance</u>	<u>BoP/SECA/FICA/Medi</u>	<u>Total</u>
	Executive Presbyter - FT	\$103,000	\$23,758	\$126,758
	Presbyter -Transformational Ministry or Associate Presbyter - FT	\$85,231	\$31,575	\$116,806
	*Stated Clerk - PT	\$21,925	\$1,677	\$23,602
	Communications Director - PT	\$14,632	\$1,120	\$15,752
	Administrative Assistant - FT	\$60,416	\$22,867	\$83,283
	Dental/Vision Employee Only Offering to eligible employees		\$2,196	\$2,196
	Employee Compensation Totals	\$285,204	\$83,193	\$368,397
	- Budget includes FSA (flexible spending account) fees not been previously budgeted.			
	- Executive Presbyter position budgeted with no 3% COLA included for 2026			
	*Assumes status quo with Part Time Stated Clerk. No decision has been made as of this document generation.			
	- All eligible staff receiving Covenant Plan benefits for 2026			
	- All eligible staff receive employee-only dental & vision coverage. Does not include Director of Communications.			